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ABSTRACT

An assessment is provided of the current status of faculty collective bargaining in community colleges. First, relevant terms are defined to explain the counting process used in deriving the findings. Next, several observations are made about possible reasons that community college collective bargaining has received little attention from the academic research community even though, as of January 1, 1987, 67% of the recognized agents and 39% of all unionized faculty in collective bargaining in higher education were from community colleges. Next, information is presented on union organizing, bargaining agents, strikes, and no-agent votes, indicating the following: (1) in 1987, over 307 community colleges were represented by certified bargaining agents; (2) the unionization of two-year colleges was concentrated primarily in public institutions, with only 16 private two-year colleges unionized; (3) over 45% of the nation's two-year college campuses were unionized, in contrast with 21% of the four-year college campuses; (4) 11 states accounted for 87% of the two-year institutions with certified bargaining agents; (5) over 56% of the two-year colleges had elected the National Educators Association and its affiliates as their bargaining agent; (6) two-year college faculty were involved in approximately 63% of all faculty work stoppages in higher education; (7) the mean length for strikes at two-year colleges was 16.6 work days. This assessment is followed by a brief report on faculty work stoppages in 1987, and a 69-item bibliography concludes the issue. (UCM)

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NEWSLETTER

NATIONAL CENTER FOR THE STUDY OF COLLECTIVE BARGAINING IN HIGHER EDUCATION AND THE PROFESSIONS

Published at Baruch College • City University of New York • Vol. 15, No. 5 • Nov/Dec 1987

FACULTY COLLECTIVE BARGAINING IN COMMUNITY COLLEGES

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NEWSLETTER
NATIONAL CENTER FOR THE STUDY OF COLLECTIVE BARGAINING IN HIGHER EDUCATION AND THE PROFESSIONS
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FACULTY COLLECTIVE BARGAINING IN COMMUNITY COLLEGES

METHODOLOGICAL NOTE

Before discussing collective bargaining in community colleges, we felt it would be helpful to set out our definition of terms and counting procedures. Due to the peculiarities of the demographics of collective bargaining in higher education, we have set forth below our definitional terms and "counting" process which, we hope, will be of value to the reader.

1. INSTITUTIONS: Institutions are identified as colleges and universities that may be autonomous entities having a single campus (University of Montana), or as multi-campus systems (California State University) which bargain collectively as one. Each institution is represented by a single agent and is counted as one agent and/or one contract. The January 1987 volume of NCSCBHEP's Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education shows 458 institutions involved in faculty collective bargaining. However, this figure embraces 1018 campuses. In the example of SUNY, although there are 34 campuses, for the purpose of the Directory this is tabulated as one institution, one agent and 34 campuses.

2. CAMPUSES: To present another demographic perspective, we would also like to explain our use of the term campus. Campuses are defined in accordance with the National Center for Education Statistics measure as having the following characteristics: a permanent administration, offer programs at least two years in length, and are located in a community different from parent institutions so as not to be within commuting distance. Using SUNY once again, the 34 campuses include the State University Colleges at Buffalo, New Paltz and Potsdam, etc., however, all are covered by a single agreement. Our own college, Baruch, is one of the 20 campuses included in CUNY and while reflected in the campus count is subsumed under CUNY in the institution count.

3. TWO YEAR/FOUR YEAR: Those institutions that contain two- and four-year colleges within the same system, such as CUNY, are recorded as four-year institutions. However, the two-year components are tabulated as such under the campus count.

SOME OBSERVATIONS

Community college collective bargaining (CCCB), as of January 1, 1987, accounts for 67% of the recognized agents and 39% of all unionized faculty in collective bargaining in higher education (CBHE). The number of organized institutions and unionized faculty has increased in each year since the Center first began to compile this data. CCCB is an integral part of CBHE and plays a vital role in both the governance and management of these institutions. However, it has not received as much attention from the academic research community as has labor relations in four-year colleges and universities. While it is not the purpose of this Newsletter to fully analyze this phenomenon, several observations relating to this divergency are noted. There is a:

1. bias toward focusing on CBHE at research institutions since many of these studies are conducted at universities and colleges with graduate programs in education and industrial relations.

2. perceived relationship between CCCB and K-12 bargaining in terms of representation by the same bargaining agents, thereby dismissing it as a movement associated with K-14 programs.

3. concentration by researchers on selected topics within academic collective bargaining that are primarily of concern to four-year institutions i.e., governance, Yeshiva and academic freedom.

4. public perceives of faculty unionization within "prestigious universities" as opposed to community colleges as a more interesting topic.

5. statistical accounting of community colleges within two- and four-year university systems as four-year colleges.

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The purpose of this article is to present data with respect to CCCB so as to provide the reader with a more accurate profile of this subject.

UNION ORGANIZING

Community college faculty continue to organize with over 307 community college faculties now represented by certified recognized bargaining agents. Of the total 1,012 unionized campuses, 590, or 58% are two-year institutions. The unionization of two-year colleges appears to be primarily concentrated in public institutions with only 16 private two-year campuses unionized, as contrasted with 574 public. This ratio is greater than that found among public and private four-year institutions.

Over 45% of the nation's two-year campuses are now unionized, as contrasted with 21% of the four-year campuses. This percentage is noticeably higher in the public sector with 61% of all two-year public college campuses unionized and significantly lower when analyzing the private two-year campuses where only four percent are unionized. The growth of recognized bargaining agents in two-year institutions has been consistent and is set forth in Table One by agent and year.

From a geographic distribution vantage point, 11 states account for 273, or 87% of the 314 two-year institutions with certified bargaining agents. These include California, Illinois, Iowa, Michigan, Kansas, New Jersey, New York, Oregon, Pennsylvania, Washington and Wisconsin.

The percentage of bargaining agents that have failed to, or have chosen not to negotiate collective bargaining agreements (CBAs) has remained stable at approximately five percent during the last six years. Several reasons are suggested for this including the overall decrease in union organizing, thereby freeing up more time for the contract negotiation process. The number of agents without contracts during the time period the Center has tabulated this data has ranged from a high of 28% in 1976, to a low of three percent in 1983. For further information with respect to collective bargaining agreements in two-year institutions and bargaining agents without contracts, see Tables Two and Three.

BARGAINING AGENTS

Over 56% (171) of the 307 two-year institutions that engage in CCCB have elected the NEA and their

TABLE ONE

RECOGNIZED BARGAINING AGENTS
TWO-YEAR INSTITUTIONS — 1974-1986

AGENT	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
AAUP	4	4	4	4	6	5	5	6	6	4	4	4	4
AFT	50	65	74	74	73	74	79	81	81	81	87	90	92
NEA	82	91	109	112	146	160	171	172	173	169	171	178	171
Ind.	30	29	29	31	24	21	19	22	23	24	24	27	32
AAUP/NEA	1	1	1	2	2					1	1	1	1
AFT/NEA	13												1
AFSCME			1	1				1	1	1	1	1	2
Ind./NEA						1	2	1	1	2	1		
AAUP/AFT								1	1		1	1	1
AAUP/NEA													
SEIU										1	1		
Other												1	2
AAUP/Ind.													1
TOTAL	180	190	218	224	251	261	276	284	286	283	291	303	307

Source: NCSCBHEP Directories Vols. 1-13

TABLE TWO

COLLECTIVE BARGAINING AGREEMENTS
TWO-YEAR INSTITUTIONS — 1974-1986

AGENT	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
AAUP	2	3	4	3	5	4	5	5	5	4	4	4	4
AFT	40	52	57	64	67	66	72	76	76	80	84	82	86
NEA	69	71	73	81	118	134	141	163	163	163	163	171	168
Ind.	22	23	23	27	16	14	16	21	21	23	23	25	26
AAUP/NEA	1	1	1	1	2					1	1	1	1
AFT/NEA	11												1
AFSCME								1	1	1	1	1	
Ind./NEA						1	2	1	1	1	1		2
AAUP/AFT								1	1			1	1
AAUP/NEA													
SEIU											1		
Other												1	2
AAUP/Ind.													1
TOTAL	145	150	158	176	208	219	236	268	268	273	278	286	292

Source: NCSCBHEP Directories Vols. 1-13

TABLE THREE

BARGAINING AGENTS AND CONTRACTS
TWO-YEAR INSTITUTIONS — 1974-1986

Year	# Agents	Change in Agents	# Contracts	Change in Contract	% Contract Per Agent
1974	180		145		80.6
1975	190	10	150	5	78.9
1976	218	28	158	8	72.5
1977	224	6	176	18	78.6
1978	251	27	208	32	82.9
1979	261	10	219	11	83.9
1980	276	15	236	17	85.5
1981	284	8	268	32	94.4
1982	286	2	268	0	93.7
1983	283	-3	275	7	97.2
1984	291	8	278	3	95.5
1985	303	12	286	8	94.4
1986	307	4	292	6	95.1

Source: NCSCBHEP Directories Vols. 1-13

TABLE FOUR
FACULTY WORK STOPPAGES IN TWO- AND FOUR-YEAR INSTITUTIONS
1966-1986

Year	Number of Stoppages		Duration			
	2-Year	4-Year	2-Year		4-Year	
			Mean	Median	Mean	Median
1966	3	1	3	3	150	150
1967	5	1	16.8	13	5	5
1968	1	2	15	15	16.5	16.5
1969	5	1	20.6	21	51	51
1970	3	0	16.7	21	0	0
1971	2	1	15	15	16	16
1972	5	0	22	20	0	0
1973	7	1	21.6	14	42	42
1974	6	3	18.5	12.5	7.7	8
1975	7	2	8.6	9	5	5
1976	4	4	18.5	18.8	7	2
1977	6	7	13.5	9	13.4	18
1978	5	5	11.4	7	6	3
1979	6	7	14.2	12	10.7	10
1980	5	3	9.6	8	22.7	23
1981	3	4	17.3	23	11.8	12.5
1982	4	0	28.8	18	0	0
1983	3	1	10.3	7	2	2
1984	7	2	9.6	3	8.5	8.5
1985	2	4	4	4	6	5
1986	6	6	28	13.5	8.8	10.5
TOTAL	95	55	16.6	10	14.5	10

Source: NCSCBHEP

affiliates as their bargaining agent. The NEA has more certified bargaining agents in two-year institutions than the AFT, AAUP, and independent unions combined. This appears to suggest a major NEA organizing effort in the two-year sector. The AFT has 92 certified faculty bargaining units, the independents have 32 and the AAUP four.

STRIKES

Faculty at two-year institutions have been engaged in approximately 63% of all faculty work stoppages in higher education. This is somewhat predictable since two-year colleges comprise 67% of all unionized institutions. The data with respect to length of strikes differs as stoppages in two-year colleges were of slightly longer duration than four-year institutions. The mean length for strikes at two-year colleges was 16.6 work days, while the median was 10 work days. The mean length at four-year colleges was 14.5 days, while the median, once again, was 10 days. For a complete analysis of faculty work stoppages in two- and four-year institutions, see Table Four.

NO-AGENT VOTES

In 26 elections, faculty at two-year colleges have voted "no-agent" rather than to be represented for purposes of collective bargaining, while four-year college faculty chose "no-agent" in 88 elections. This almost 4:1 ratio reflect a far greater rejection of CBHE in four-year as opposed to two-year institutions. It should be noted that the total number

of elections in two-year institutions exceeds that of four-year institutions, thereby adding greater emphasis to this figure.

CONCLUSIONS

CCCB appears well-established in our nation's community and junior colleges. Once community college faculty have chosen to unionize, they rarely elect to decertify themselves in favor of "no-agent". The growth rate of CBHE in community colleges has been consistent and shows no evidence of any reversal. It is anticipated that increases in this sector will parallel overall public union growth and CCCB will continue to remain a viable means of governing employment relationships.

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[1]Douglas, Joel M., with Bryan, Stephen and Kotch, Elisabeth A. Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education, Volume 13. New York, NY: NCSCBHEP, 1987. 150 p.

FACULTY WORK STOPPAGES - 1987

The number of faculty work stoppages for the fall semester for the 1987/88 academic year decreased to three. As reflected in Table One, this marks a decrease from prior years and is the third lowest total reported in the past decade. All three strikes occurred at four-year institutions (Shawnee State is in transition from a community college to a four-year institutions), this being the first year that no community college faculty engaged in a walk-out. All strikes were of brief duration with a mean length of 2.3 work days.

STRIKE REPORT

Set forth below is a brief description of each reported stoppage:

A. **FERRIS STATE COLLEGE** The NEA local at Ferris engaged in a four-day strike over the issues of salary and pay equity. The faculty at Ferris had previously engaged in a two-day stoppage in 1978. The 507-member bargaining unit has been represented by the NEA since 1973.

B. **UNIVERSITY OF BRIDGEPORT** The AAUP local at the University of Bridgeport engaged in a one-day work stoppage over the issues of salary and salary equalization. The parties negotiated a three-year successor agreement covering the 215 members of the bargaining unit. This was the third reported stoppage at Bridgeport, the first having occurred in 1975, a three-day strike, the second having occurred in 1978, a 16-day strike. The AAUP unit was first organized in 1973.

C. **SHAWNEE STATE COLLEGE** Shawnee State engaged in a two-day work stoppage over the questions of salary and related economic issues. The parties negotiated a three-year successor agreement. The bargaining unit at Shawnee consists of 80 full-time faculty and 150 support staff which had been represented by the NEA since 1975.

Tables One and Two below provide statistical information on work stoppages in 1987 as well as a compilation of fall back-to-school strikes for the period 1977-1987.

TABLE ONE
STRIKE SUMMARY
"BACK-TO-SCHOOL STRIKES" - FALL SEMESTER
1977-1987

Fall Semester	Number of Strikes
1977	6
1978	10
1979	11
1980	8
1981	4
1982	0
1983	2
1984	6
1985	6
1986	9
1987	3

Source: NCSCBHEP

TABLE TWO
FACULTY WORK STOPPAGES — 1987
FALL SEMESTER

Institution	Agent	2/4 Yr.	Length (Work Days)
Ferris State College (MI)	NEA	4	4
*University of Bridgeport (CT)	AAUP	4	1
Shawnee State Cmty College (OH)	NEA	4	2

Source: NCSCBHEP

SELECTED REFERENCES IN COMMUNITY COLLEGE COLLECTIVE BARGAINING

Presented below is a list of references on community college collective bargaining which we hope will be useful for those wishing to do further research in the area. Citations have been taken from the NCSCBHEP publication, Collective Bargaining in Higher Education and the Professions, Volumes 10-15, 1982-1987.

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